



## @USNPEOPLE WEEKLY WIRE

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USS Makin Island Public Affairs, Mass Communication Specialist 1st Class Lawrence Davis

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### 2.) Driving Sexual Assault to Zero - CNO Announces Five Added Ways / 15JAN16 [\[LINK\]](#)

Chief of Naval Operations Public Affairs

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### 3.) U.S. Navy's Top Officer Takes Tougher Line On China / 11JAN16

NAVY TIMES , David Larter

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Every other week, we roll up the most recent NAVADMINs posted at [www.npc.navy.mil](http://www.npc.navy.mil). Below are the latest:

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## **1.) Chief of Naval Personnel Visits USS Makin Island Sailors / 11JAN16 [\[LINK\]](#)**

USS Makin Island Public Affairs , Mass Communication Specialist 1st Class Lawrence Davis

SAN DIEGO – Chief of Naval Personnel (CNP) Vice Adm. Bill Moran and Fleet Master Chief (AW/SW) April D. Beldo kicked off their U.S. Pacific Fleet tour with an all-hands call with Sailors aboard amphibious assault ship USS Makin Island (LHD 8).

Moran and Beldo opened with praise to the crew for their dedication to mission readiness.

"First, let me start off by expressing how proud we are of what this ship has done," said Moran. "You came off a 7-month deployment and went right into a maintenance period, and it is very rare that we see a big deck come out of a maintenance period on track for the Basic Phase training cycle. Makin Island has set a standard for big decks because you did exactly that."

Moran also took a moment to acknowledge Makin Island's success in Sailor retention.

"We noticed the gold anchors on the bow and your captain just told me he got just this morning that those anchors are staying gold as you succeeded again in your ninth consecutive award for retention excellence," said Moran. "Makin Island is on a run here and it's pretty impressive."

"Your skipper gave me a quote that I've never heard before," Moran explained. "He said, 'I'm not interested in "high" retention; I'm interested in the "right" retention. If you get retention right, you're going to get the numbers you need but you're also going to get the quality of people that you want.'"

Moran continued, "That's what Fleet Master Chief Beldo and I have been working on for the last two-and-a-half years; putting policies in place and giving tools to empower Commanding Officers on the waterfront. We recognize the value of the on-scene leadership and day-to-day decisions by our waterfront triads. These policies are designed for COs, XO's, and CMCs, as they deal with the challenges that come up in the personal and professional lives of our Sailors and their families," said Moran.

Moran answered questions from the crew on a variety of topics including pay and benefits, as well as the revamping of the Navy's Command Advancement Program (CAP). The Navy integrated the CAP into the newly expanded Meritorious Advancement Program (MAP), giving commanding officers and their chains of command more flexibility in advancing eligible Sailors both at sea and shore commands.

"Meritorious Advancement is just that, it is performance based," said Moran. "We want command triads to meritoriously advance Sailors that are knocking it out of the park. The advancement quotas of CAP and MAP are still the same. The difference is that under MAP we know precisely who is advanced and exactly which rates are advantaged or disadvantaged as a result. We know there are some rates that rarely go to sea and aren't given the opportunity to be meritoriously advanced. So, we're going to crack open the valve on shore this year and see how that goes."

CNP also informed Makin Island Sailors about some new initiatives the Navy expects to launch this year including a new portal called "My Navy Portal" that will provide a one-stop location for Sailors to obtain information, as well as Billet Based Detailing to assist Sailors in finding the right fit for their next duty assignment.

At the conclusion of the event, Sailors shared their thoughts about CNP's visit.

"Receiving the information about the Navy's latest changes and updates to policies straight from CNP drastically increases validity and eliminates the 'hear say'," said Aviation Boatswain's Mate 3rd Class (AW) Victor Romero, a Makin Island Sailor from Orlando, Florida.

"CNP and Fleet Beldo make a great team and were very approachable," said Culinary Specialist 1st Class (SW) Igbo Ogonna, from Frederick, Maryland. "It was refreshing to be addressed by a three-star admiral and a fleet master chief who literally walked on to the deckplates and engaged with us as shipmates."

Moran and Beldo's visit to Makin Island was the first stop of their tour of multiple commands throughout the U.S. Pacific Fleet where they are scheduled to meet with Sailors stationed in San Diego, Yokosuka, Japan, Pearl Harbor and Kaneohe Bay, Hawaii.

## 2.) **Driving Sexual Assault to Zero - CNO Announces Five Added Ways / 15JAN16** [\[LINK\]](#)

Chief of Naval Operations Public Affairs

WASHINGTON (NNS) -- A line of effort in the recently released "Design to Maintain Maritime Superiority" is to strengthen our Navy team--composed of active and reserve Sailors, Navy civilians, and families. On Jan 14 Chief of Naval Operations Admiral John Richardson announced a new set of sexual assault prevention and response initiatives to lower the obstacles to reporting, provide added support to survivors, and prevent re-victimization.

During the announcement Richardson told reporters an important element of this effort is to eliminate self-inflicted destructive behavior, sexual assault being among the most egregious. He went on to say sexual harassment and sexual assault have absolutely no place in our Navy and are contrary to our core values. "Eliminating sexual assault requires more than words, zero-tolerance requires an all-hands effort."

Here are the five initiatives CNO announced to help "end the scourge of sexual assault" in our Navy:

- 1) **A Shipmate is not a "bystander." If you see something wrong, do something right.** It is every Sailor's responsibility to "step up and step in" to help their shipmate when they observe or become aware of undesired and destructive behavior. In 2015, Navy adopted a new training approach, shifting from traditional lecture-style training to a more dynamic program called "Chart the Course." Chart the Course moves beyond the "bystander" approach and combines scenario-based videos with facilitator-led discussions to achieve an interactive learning experience. The training provides insight on what to do - how to act - when faced with challenging situations.
- 2) **Establish Counselors within the Fleet and Family Support Centers as a resource for victim support.** Building on the success we have experienced with deployed resiliency counselors on "big decks," there are potential gains if we are able to replicate the counseling and support provided under the Navy Family Advocacy Program for Sailors impacted by sexual assault. In addition to enhanced care, we expect the availability of these counselors to provide an opportunity to go after the social and structural barriers to male victim reporting. These counselors will provide opportunities to collaborate with local civilian facilities and counselors to ensure we are using every available measure to support our survivors. We are currently determining how to pilot this concept to get a better assessment.
- 3) **Improve our personnel management practices and procedures, following a sexual assault experience,** to ensure our Sailors are put in the best position possible to succeed. This includes examining our present detailing practices so to preclude administrative or management decisions and actions that unintentionally result in the Sailor reliving the sexual assault experience. In addition to the expedited transfer program, this could also include honoring a survivor's request for an expedited discharge, should they desire to leave the Navy.
- 4) **Continue our efforts to educate our Sailors and reduce alcohol abuse in the Navy, particularly binge drinking.** The data clearly reflects that alcohol abuse is a factor in most of the Navy's sexual assault cases. We need to ensure that our accountability processes and options, administrative and otherwise, provide the tools we need to effectively deal with incidents where alcohol abuse has been established.
- 5) **Better utilize technology to remove cultural barriers and stigma associated with reporting a sexual assault or seeking advice and counsel.** We are currently exploring a number of computer applications piloted at universities--we expect to be able to begin introducing a "Navy version" within the year.

CNO concluded his discussion by thanking Congress for the focus, attention, and assistance they have provided on this issue and the commitment to eliminate sexual assault. "I want to continue to confront this scourge in our workforce. Until we go to zero we can never be satisfied."

### **3.) U.S. Navy's Top Officer Takes Tougher Line On China / 11JAN16**

NAVY TIMES, David Larter

The Navy is talking tougher about China than just a few months ago.

As the Navy's top officer enters his fourth month on the job, a shift in tone is underway. In public remarks and his strategic guidance, Chief of Naval Operations Adm. John Richardson has called China a competitor, grouping the country with Russia, and has talked openly of China's development of weapons systems designed to counter the U.S. Navy.

That's a different tack than his predecessor, who advocated on building military-to-military relationships with China as a means of getting its rising military to be a responsible partner.

For nearly 25 years, since the fall of the Soviet Union, the U.S. Navy has ruled the seas, but not anymore, Richardson warned.

"That era is over," Richardson said in a Monday speech at the National Press Club in Washington, D.C. "Today, both Russia and China have advanced their military capabilities to be able to act as global powers. Their goals are backed by a growing arsenal of high-end war fighting capability ... much of which is focused on our vulnerabilities."

That theme was at the core of his new strategic vision, titled "Design for Maintaining Maritime Superiority," which stopped short of calling China a threat, but made clear that the Chinese are considered a competitor.

The tough tone from the new CNO caught the attention of observers, where debate continues about whether China is a growing threat to be countered or a rising maritime power to be engaged and influenced.

"I'd ... welcome a bit more emphasis on how the Navy can ideally contribute to shaping China's peaceful rise – using America's military not just for old-fashioned deterrence or war fighting, but for helping to ensure that the rules of the global order are maintained and respected even as we look to acknowledge China's new powers and prerogatives," said Michael O'Hanlon, an influential security analyst at the Brookings Institution in Washington, D.C.

The CNO is still in favor of engaging with China, but he also sees the need to counter China's expanding capabilities and aggressive actions toward neighbors, said a Navy official familiar with Richardson's outlook on China.

Those in Richardson's camp note that while he uses more forceful rhetoric than his predecessor – Adm. Jon Greenert, who warned that it was unnecessarily antagonistic to talk openly about war with China – the shift in tone does not necessarily indicate a radical policy shift. China will likely still be participating in the biennial Rim of the Pacific Exercise, which brings together about two dozen nations in a massive military exercise.

China has been using its Coast Guard and paramilitary forces to harass and antagonize neighbors. It sent fishing boats and merchants to harass the destroyer Lassen last fall when it patrolled within 12 nautical miles of China's man-made land masses in the Spratly Islands while the People's Liberation Army-Navy vessels maintained a safe and respectful distance, according to a November report from Navy Times' sister publication Defense News.

Afterward, China summoned the U.S. ambassador and warned the U.S. against doing it again, a move the U.S. has vowed to continue.

It's that kind of tactic that Richardson has called "a gray area" and said needs to be countered in a creative way that stops short of hostilities.

Bryan Clark, a former top aide to Greenert and analyst with the Center for Strategic and Budgetary Assessments, said the increased edge in Richardson's tone doesn't necessarily mean the two men have a different outlook, but is a response to sharper rhetoric coming from Beijing.

"As the new guy, he can take a slightly more confrontational position," Clark said. "But in terms of what each thinks, I would say it's about the same. They want to cooperate as much as possible with China, but want China to respect international norms and the sovereignty of its neighbors."

#### **4.) Chief of Naval Personnel Calls for Recruit Division Commanders / 08JAN16 [\[LINK\]](#)**

Lt. Adam Demeter, Recruit Training Command Public Affairs

GREAT LAKES (NNS) -- Vice Adm. Bill Moran, chief of naval personnel, released a naval administrative (NAVADMIN) message Jan. 7 to encourage Sailors in the fleet to consider becoming a recruit division commander (RDC) for their next shore duty assignment.

Along with highlighting unique leadership opportunities, NAVADMIN 008/16 specifically lists benefits that RDCs receive while assigned to Recruit Training Command (RTC) as an RDC such as special duty assignment pay, an additional annual clothing allowance, an opportunity to earn a master training specialist (MTS) qualification, college credits toward a bachelor's degree through the American Council on Education (ACE) program, and choice of follow-on coast assignment.

While these benefits may be enough to entice Sailors into becoming RDCs, Command Master Chief (SW/AW/IDW) Shawn Isbell, a prior RDC at RTC, said he believes the quality of life has vastly improved for RDCs over the years.

"The RDCs from when I pushed 12 to 15 years ago worked longer hours and had less time for personal improvement and family time," said Isbell. "With the changes to the base and the adjusted master training schedule, we have RDCs completing their degrees and balancing family time along with the rigorous schedule of training recruits. Also, the volunteer hours donated by our service members at Recruit Training Command to our local community is astounding."

RTC has traditionally exceeded the fleet average in advancement rates. Many Sailors in the past have indeed benefitted from their work as an RDC during their advancement boards.

Senior Chief Information Systems Technician Amy Oliva reported to RTC in August of 2012 as a first class petty officer. During her tour in Great Lakes, Oliva graduated, or "pushed" 12 divisions and also served in a number of leadership roles. In November of 2015, Oliva detached RTC as a senior chief petty officer.

Oliva, currently assigned to Joint Communications Support Element at MacDill Air Force Base in Tampa, Florida, gives credit to RTC's diverse nature for her advancement success.

"Usually, you're only around people with the same rate," said Oliva. "At RTC, you are working with literally every rate in the Navy. Everybody has a different perspective on things and new ideas for how they would handle different situations. Being able to work with all of the different communities really helps set you up for success."

Isbell arrived for his first tour at RTC in April of 2000 as a second class petty officer and left in August of 2003 as a chief petty officer. He gives credit to the leaders and his experience as a RDC for his continued success and the privilege to be in the position he holds today.

"Recruit Training Command not only develops Sailors, we nurture leadership on a scale unmatched by any other command that I have had the privilege of serving," Isbell said. "The benefits of a tour at RTC outweigh the negatives two fold. The people I worked with as a petty officer are now the senior enlisted leaders of the Navy. The impact that this command has on the fleet and the individual is immeasurable."

Commands must ensure packages for prospective RDC candidates are screened thoroughly. For more information about the program, visit: <http://www.public.navy.mil/bupers-npc/enlisted/detailing/shorespecialprograms/pages/default2.aspx>.

Screening packages must be sent via e-mail to michael.d.campbell3@navy.mil, by fax to (901) 874-2646/DSN 882, or by mail to:

Commander, Navy Personnel Command, PERS 4010, 5720  
Integrity Drive, Millington, TN 38055-4000.

RTC is primarily responsible for conducting the initial Navy orientation and training of new recruits. The command is commonly referred to as "boot camp" or "recruit training."

Boot camp is approximately eight weeks, and all enlistees into the U.S. Navy begin their careers at the command. Training includes physical fitness, seamanship, firearms familiarization, firefighting and shipboard damage control, lessons in Navy heritage and core values, teamwork and discipline.

RTC Great Lakes is the Navy's only basic training location, and is known as the "Quarterdeck of the Navy."

Today, approximately 39,000 recruits graduate annually from RTC and begin their Navy careers. Rear Adm. Stephen Evans and his NSTC staff are headquartered in Building 1; the historic clock tower building on Naval Station Great Lakes. NSTC oversees 98 percent of initial officer and enlisted accessions training for the Navy.

NSTC also oversees the Naval Reserve Officers Training Corps (NROTC) at more than 160 colleges and universities, Officer Training Command at Naval Station Newport, Rhode Island, and Navy Junior Reserve Officers Training Corps (NJROTC) and Navy National Defense Cadet Corps (NNDCC) citizenship development programs at more than 600 high schools worldwide.

For more news from Recruit Training Command, visit [www.navy.mil/local/rtc/](http://www.navy.mil/local/rtc/).

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